On Thu, Sep 10, 2020 at 12:46 PM Erik Harris < eharris wrote: Hey Hal-
My apologies. I'm finally getting a chance to catchup on emails.
Yes, Thursday the 17 th will work for us. I will be on vacation, however, the other officers will be available.
Thanks,
Erik
Erik Harris
National Treasurer
Association of Professional Flight Attendants
The content of this email is intended solely for the recipient(s). It is not to be shared, forwarded or posted without the author's written consent.
From: "oneil@ <oneile 2020="" 3:46="" 9,="" <cthedford<="" <eharris@="" at="" cc:="" chris="" date:="" erik="" harris="" pm="" september="" th="" thedford="" to:="" wednesday,=""></oneile>

Case T.LL or ocoto i Document 200 T i nea otileolet i age L of the i ageil oco-

Erik......Last week I responded to your email regarding our review of the Bob Ross documents. Pam and I can come out to your office on Thursday morning the 17th to meet with you, Chris and hopefully Margot before we begin this process. I just want to make sure all of us are in agreement of what needs to be completed before Sept.24th. Will that morning work for you?

Hal O'Neil, CPA Wood, Stephens & O'Neil, L.L.P.

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Any tax advice contained in this communication (including any attachments) is not intended or written to be used, and cannot be used, by the recipient for the purpose of avoiding tax penalties that may be imposed or promoting, marketing or recommending to another party any transaction or tax-related matter(s).

From: Heidi Kidwell <heidimorgan

Date: May 7, 2022 at 8:06:36 AM EDT

To: Nena Martin < nenarott@ , eharrise

Cc: jhedrick(Nena warun < nenarott)

Subject: RE: Digity rifes / Urgent Matter

Erik,

I was awakened yesterday morning to this unbelievable and frankly, unprecedented breach of Policy, Privacy and Constitution. Just when we think things can't get worse at APFA we find this.

You have provided an enormous amount of documents to the charging party that WERE NOT subpoenaed thereby violating Article II Section 3.C and 3.D whereby all members of the APFA shall have the right to individual privacy and the right to due process and equal representation.

While these UN-SUBPOENAED documents were provided you HAVE YET to fulfill our legally subpoenaed request which was followed up with you 4 times. The Arbitrator even demanded you fulfill it yet you and Margot Nikitas (likely guided by Bill Osbourne) have refused to send the documents we requested. To remind you again, item #2 on our subpoena was for:

1. Any and all internal APFA emails which distributed the communications between Hal O'Neil and APFA to the designated parties.

We demand you send those emails immediately. Once again APFA if showing preferential treatment to the charging party by not giving us equal representation.

You have violated OTHER members rights to individual privacy as well. Example.... Yvonne Johnson's paystub. Why on earth would this be included?

You have violated APFA's own Policy by distributing Nena Martin's HI1s. There is even HI1 included from BEFORE she became National VP. This action is completely contradictory to BOD Resolution 4 of 09MAR22 which added Policy Manual Section 1.F that states:

F. ACCESS OF MEMBERS SCHEDULES

1. During the normal course of business it may be necessary for a union representative to access a member's schedule utilizing admin access of Company provided programs. The practice of accessing a member's schedule using this access may only be used for assisting and representing a member.

Case 4:22-cv-00343-Y Document 239-4 Filed 04/26/24 Page 4 of 41 PageID 6856 We all know why this Policy Manual Section was created. There was a member in good standing wanting to view BOD HI1s. You and the other Officers took the position HI1s were proprietary and property of American Airlines. You refused numerous times to allow these to be accessed for any purpose other than representing a member. Yet Nena Martin's are not subpoenaed yet handed over on Digify? How do you rationalize this blatant violation of Policy that you, yourself demanded be followed?

And finally, the most unbelievable breach is providing W2 and 401K documents that include Nena Martin's SSN. This is not only violation of absolutely everything internally at APFA but also the Texas Business and Commerce Code and potentially Federal Law. We are discussing these issues with Legal Counsel. You provided this information to Members Melissa Chinery, Sandra Lee, Margot Nikitas and to me. These two members have proven they will stop at nothing to destroy an innocent person's life. As for Margot Nikitas she is either completely incompetent or doing the bidding of Hedrick/Osbourne. As for me, as Nena's friend and advocate I had absolutely no right to that information.

On a near daily basis Nena Martin is brutally harrassed by them and their moronic cronies on Facebook. There are even posts with regard to the postponement of the Arbitration (due to the death of the Arbitrator's mother) that prompted responses blaming Nena. Who is protecting Nena Martin's rights? While National Officers were fraternizing at Ms. Chinery's wedding we were just trying to get fair treatment.

We demand immediate response on ALL of these infractions. Your department has made it impossible for us to continue down the Article VII path where we feel there is even a modicum of fairness or equal representation. The is not just dirty but illegal.

I am disgusted to the core by all of you.

Heidi Morgan

Sent from Mail for Windows

From: Nena Martin

Sent: Friday, May 6, 2022 8:36 PM

To: eharris

Cc: jhedrick(; heidimorgar ; Nena Martin

Subject: Digify Files / Urgent Matter

Erik.

On July 11,2019 I became the recipient of a Facebook post in which the administration with which I served was lambasted and maligned based on information that the then APFA National Treasurer provided to two APFA Members.

The Facebook post stated that these two APFA Members were permitted to view "parts of the Bob Ross exit package", "financial records from the previous administration (the Ross administration)", "as well as a large series of checks all written to the 3 other previous national officers". The two APFA Members state, "any information we have shared here, we uncovered by rifling through stacks of papers".

By July 14,2019 the "large series of checks all written to the 3 other previous national officers" had made their way to Facebook, along with confirmation from the sitting APFA

Case 4:22-cv-00343-Y Document 239-4 Filed 04/26/24 Page 5 of 41 PageID 6857 National Treasurer that financial documents containing our social security numbers, home addresses, 401K information, and tax information, had all been shared with these two APFA Members. Subsequently, this information was shared across multiple social media sites, although the APFA Policy Manual states that these records "are deemed confidential".

After hundreds of emails between multiple parties, special Board of Director meetings, APFA "Special" hotlines, threatened lawsuits, hundreds of thousands of membership dues dollars spent on a public shaming and thirteen (13) sets of Article VII charges filed, four (4) against me alone, it saddens me to say that I find myself again in a situation that is far more egregious under your leadership, as the APFA National Treasurer than that in 2019.

On July 26, 2021, and again on April 13, 2022, you as the APFA National Treasurer, received a signed subpoena by Arbitrator Ruben Armendariz, to provide the following documents in the matter of Chinery/Lee vs Martin Article VII hearing.

- The weekly reports submitted by Nena Martin during her term in office from April 2016 to August 2018.
- The monthly expense form submitted by Nena Martin (including receipts) during her term in office from April 2016 to August 2018.
- The credit card statements, and all receipts, for national officers from April 2016 to August 2018.
- Monthly financials from April 2016 to August 2018.
- Petty Cash from April 2016 to August 2018.

Article I, Section 2.B. of the APFA Constitution states "To protect the individual and collective rights of the members of the APFA and to promote their professional interest and image".

Article I, Section 2.H. of the APFA Constitution states "To disseminate information to enhance the professional status of the membership".

Article II, Section 3.C. of the APFA Constitution states "All members of APFA shall have the right to individual privacy".

Article II, Section 3.D. of the APFA Constitution states "All members of the APFA shall have the right to due process and equal representation".

Article III, Section 6.E.(2). of the APFA Constitution states "The National Treasurer shall be responsible for all financial records of APFA".

Article III, Section 6.E.(11) of the APFA Constitution states "The National Treasurer shall oversee and coordinate ongoing computerization of the APFA headquarters files, records and systems".

Article III, Section 6.E.(12) of the APFA Constitution states "The National Treasurer shall oversee the daily activities of the APFA headquarters office staff".

Case 4:22-cy-00343-Y Document 239-4 Filed 04/26/24 Page 6 of 41 PageID 6858 Article IV, Section 4.E. of the APFA Constitution states in part "An accountant shall be employed by the APFA and shall report directly to the National Treasurer. S/he shall keep an accurate record of all receipts and expenditures of the APFA"

After reviewing the uploaded documents in the "Digify" files last night, I'm quite sure all the above quoted sections of the APFA Constitution have been violated.

The violations discovered in "Digify" to my personal privacy and the confidential information uploaded are prolific. The negligence on the part of APFA, whether intentional or unintentional, to protect my personal information is incomprehensible.

After reviewing the signed subpoenas by Arbitrator Ruben Armendariz, can you explain to me why the below documents, outside of the subpoena request were provided and uploaded in to "Digify" for all parties to review, copy or post to social media?

- Weekly Activity Report / Pay Document
- Pay Transaction Detailed Entry Sheet
- Pay Checks including Social Security Number, Bank Account, Date of Birth, Home Address

End of Year 2015 Weekly, Monthly Report and HI1 as the STL Base President

- Vacation, Payback, Deferral Request Form as the STL Base President
- Vacation Payout for all Officers of the Ross Administration
- Vacation/Sick Benefits Calculation Work Sheets
- Profit Sharing Transaction Work Sheet
- February 2017 Profit Sharing Communication between AA and APFA
- 2016 Profit Sharing Calculations for the Glading Administration
- 2016 Profit Sharing Calculations for the Ross Administration
- Nena Martin W-2, Social Security Number and Home Address not redacted
- 401K Participant Change Report containing Social Security Number, Home Address, Date of Birth and Email Address
- UAL Retro Pay Calculation for all Officers of the Ross Administration
- Confidential Email Exchange between Jill Surdek and APFA / UAL Information
- Confidential Email Exchange between Jill Surdek and APFA / UAL Wage Table
 Pay Increase Information
- Triple Play Payouts for all Officers of the Ross Administration
- Grand Slam Payouts for all Officers of the Ross Administration
- Martin Transition Pay Work Sheet / VP to President
- Yvonne Johnston Paycheck from AA / January 31, 2018
- APFA Hotline / March 2, 2018
- 2017 W-2 Totals for all Officers of the Ross Administration
- 2017 Profit Sharing Calculations for the Ross Administration
- Martin HI1 Schedule, Activity Sheet Detail from AA E-Pays / July 2018
- July, August and September 2018 Weekly, Monthly Report and HI1
- Multiple A/P Transaction Processing File Load Sheets

I'm requesting at this time the Martin Weekly and Monthly Report files in "Digify" be removed immediately and the corrected information reloaded.

The consequences from this breach of confidentiality, including, dealing with the ramifications of any and all financial damages, rest solely on APFA.

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I would like an update on this matter as soon as possible.

Nena Martin # 131799

Exhibit B-2 APPENDIX 181

From: ArticleVII < ArticleVII@apfa.org>

Sent: Wednesday, October 12, 2022 7:15 AM

To: Heidi Kidwell <heidimorgan65@gmail.com>; Nena Martin <nenarott@aol.com> Subject: Fwd: Martin Article VII Hearing; National Officer Witness Testimony Subpoenas

From: melchinery

Sent: Tuesday, October 11, 2022 11:08:22 PM

To: sel27995@ ArticleVII < ArticleVII (National President

oresident

Subject: Re: Martin Article VII Hearing; National Officer Witness Testimony Subpoenas

Josh,

Please send this to Arbitrator Armendariz.

Thank you

Melissa

Dear Arbitrator Armendariz

Mr Harris has indicated he is going to defy the subpoena and your email earlier today and not appear tomorrow morning. This is apparently on the advice of Ms Urban who apparently has little regard for an arbitrator's authority.

The financial records are the foundation of this hearing if APFA is unwilling to provide documents it is a clear indication of their lack of commitment to this process.

We are not able to commence our case until the financial records are entered. Again this is a slap in the face to all of the participants.

Sincerely,

Melissa Chinery-Burns Sandra Lee On Tuesday, October 11, 2022 at 10:11:51 PM CDT, ArticleVII articlevii@apfa.org wrote:

From: Alyssa Urban < AUrban (
Sent: Tuesday, October 11, 2022 18:32

To: ArticleVII < ArticleVII

Subject: FW: Martin Article VII Hearing; National Officer Witness Testimony Subpoenas

Josh:

Please forward to Arbitrator Armendariz and the parties.

Arbitrator Armendariz:

Below you will find the email that I sent the parties yesterday on behalf of all of the National Officers regarding witness testimony for the Article VII hearing tomorrow and Thursday.

Erik Harris will be present tomorrow, but he is not available until 12:30pm. Mr. Harris has a new hire class of flight attendants coming in tomorrow morning where he will be presenting on behalf of APFA. The new hire presentations were scheduled well before this arbitration was reset for October and it cannot be rescheduled since the event is coordinated with American Airlines. Mr. Harris presumed this wouldn't be an issue because during the last few Article VII hearings, the parties always worked around the witnesses' schedules and this prior commitment only renders him unavailable for a brief period of the two-day hearing.

Apologies for the inconvenience. I will be there by 9am and we can make one of the other National Officers available to testify before 12pm if needed. Thank you.

Best,

Alyssa Urban

Staff Attorney

Association of Professional Flight Attendants

1004 W. Euless Blvd.

Euless, Texas 76040

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From: Alyssa Urban

Sent: Monday, October 10, 2022 3:06 PM

Case 4:22-cy-00343-Y Document 239-4 Filed 04/26/24 Page 10 of 41 PageID 6862 or melchinery ; Sandra Lee <sel27995@______>; nenarott

Subject: Martin Article VII Hearing; National Officer Witness Testimony Subpoenas

Good afternoon all:

I am reaching out to both parties regarding witness testimony subpoenas requested and issued for the October 12, 2022 and October 13, 2022 Martin Article VII Hearing. The Charging Parties have subpoenaed Treasurer Harris for testimony and the Charged Party has subpoenaed all four National Officers for testimony. However, given the nature of their positions, it is not feasible for all four National Officers to be sequestered at the hearing location for two days waiting to be called to testify. I will be at the hearing both days, and if the parties can inform me who they plan/need to call and an estimated time, I will notify the specific National Officer. The hearing location is only 7 minutes from APFA Headquarters so I do not anticipate this causing a delay, particularly if enough advance notice is provided.

Additionally, please note that Erik and Josh are only available to testify from 12:30pm - 5pm on Wednesday but both are available all day on Thursday. Julie and Larry are available any time on both days. Please do not infer any nefarious intent behind this email, I have simply emailed you directly because it is proper arbitration practice to seek mutual agreement amongst the parties before bringing a point of contention to the Arbitrator. However, in the event either party is opposed to this arrangement, I will reach out to Arbitrator Armendariz with this request.

Thank you for your time and attention to this matter.

Thank you.

Best,

Alyssa Urban

Staff Attorney

Association of Professional Flight Attendants

1004 W. Euless Blvd. Euless, Texas 76040

Main: 817.540.0108 x8102

Direct: 682.301.8456

Email: AUrbani

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Margot Nikitas

From: Erik Harris

Sent: Wednesday, April 20, 2022 6:19 PM

To: Margot Nikitas; Officers

Subject: FW: Memo for the Board and EC

Attachments: APFA - Board and EC memo.pdf; APFA - Vargas schedules A - C.pdf; APFA - Dunaway

schedules A - C.pdf; APFA - Martin schedules A - C.pdf; APFA - Ross schedules A - C.pdf

Follow Up Flag: Follow up Flag Status: Flagged

--

Erik Harris Pronouns: he, him, his

National Treasurer

Association of Professional Flight Attendants

Office 817.540.0108x 8231 | Email eharris@apfa.org

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From: Hal O'Neil < oneil

Date: Thursday, October 22, 2020 at 12:11 PM

To: Erik Harris <eharris
Cc: Pam Bush <pbush

Subject: Memo for the Board and EC

Erik.....attached is the Board and EC Memo for your review. Also are the attached schedules for each officer. Please get back to me if this memo looks OK.

Thanks, Hal

Hal O'Neil, CPA

Wood, Stephens & O'Neil, L.L.P.



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Wood, Stephens & O'Neil, L.L.P. Certified Public Accountants



CONFIDENTIAL MEMORANDUM

MEMO TO: APFA Board of Directors and the Executive Committee

FROM: Hal O'Neil, CPA, Pam Bush

SUBJECT: Review of officer disbursements and the Bob Ross transition agreement

DATE: October 22, 2020

The current APFA officers, in consultation with the APFA staff attorney and outside counsel, requested that our firm review specific former officer expense reimbursements and payroll disbursements, as well as the payments arising from the Bob Ross confidential transition agreement. This informal engagement is substantially less in scope than an audit engagement, the objective of which would be the expression of an opinion regarding these specific disbursements. Accordingly, we do not express an opinion or any form of assurance regarding these disbursements. Our task under this informal engagement, was as follows:

- To review the backup for the former officers' salary disbursement amounts from 2016 2018 and to determine these base salaries were calculated correctly and in compliance with the guidelines and pay rates stipulated in the APFA policy manual. Please see the enclosed schedule A for each officer.
- 2. To prepare an overpayment schedule of the accrued and unused sick, and accrued and unused vacation time payments made to Bob Ross in 2018, similar to the overpayment schedules we prepared previously for the other three officers. Please see the enclosed schedules B and C for each officer. These overpayment schedules for the other officers were previously provided to the Board of Directors. Please note the Bob Ross confidential transition agreement states that he will be paid all of his accrued and unused sick, and accrued and unused vacation time. This agreement doesn't specify that the payments be made in accordance with the policy manual guidelines. Consequently, these payments appear appropriate and in compliance with the transition agreement. This agreement also specifies reimbursement payments to him of up to \$10,000 in actual moving expenses. His moving expense reimbursement payments did not exceed this amount.
- To assist the APFA accounting department staff in reviewing and organizing the various requested documents, as set forth in the flight attendants Chinery and Lee financial document request.

Please contact us should the Board of Directors or the Executive Committee have questions regarding our limited engagement.

Sincerely,

Hal O'Neil, CPA



Marcy Dunaway - National Secretary Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

*	Maximum flight attendant pay		60.13		
	Purser Pay		7.50		
	International pay		3.75		
	international pay		71.38	105 hours	7 404 00
			/1.38	105 nours	7,494.90
	Bi-monthly pay 4/1/16 - 12/31/16				3,747.45
**	Maximum flight attendant pay		61.33		
	Purser Pay		7.50		
	International pay		3.75		
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•	72.58	105 hours	7,620.90
			72.50	103 110013	7,020.50
	Bi-monthly pay - 1/1/17 - 5/1/17				3,810.45
		91,450.80	Annual sa	lary	
				for sick and va	cation
			,		
***	Maximum flight attendant pay		64.96		
	Purser Pay		7.50		
	International pay		3.75		
	mematicha pay		76.21	105 hours	8,002.05
			70.21	105 110013	0,002.03
	Bi-monthly pay - 5/2/17 - 12/31/17				4,001.03
		96,024.60	Annual sa	lary	
		263.08	Daily rate	for sick and va	cation
****	Maximum flight attendant pay		66.26		
	Purser Pay		7.50		
	International pay		3.75		
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	•	77.51	105 hours	8,138.55
			,,,,,,	100	0,200.00
	Bi-monthly pay - 1/1/18 - 3/31/18				4,069.28
		97,662.60	Annual sa	lary	
		267.57		for sick and va	cation
		207.07	1- 3,		

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

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National Officer: M	larcy Dunawa	V							
			Annual Salary	Daily amount (divide by 365)	Eligible	Paymont			
			Salary	(divide by 565)	Days to pay	Payment			
Profit Sharing - 2016									
						2,424.86	(pai	id 3/10/17)	
Vacation Pay - 2017									
		\$	91,450.80	250.55	14	3,507.70	(ра	id 3/31/2017)	
Sick Pay - 2017		\$	91,450.80	250.55	12	3 006 60	/na	id 3/31/2017)	
		٠	J1, 1 J0.00	230.33	12	3,000.00	ιρu	J 31/201/	
Retro						831.60	(pai	id 6/1/17)	
Triple Grand Slam						200.00	/n~:	id 7/6/17)	
Triple Granu Statil						300.00	(pai	u //0/1/)	
Grand Slam						150.00	(pai	id 1/25/18)	
Profit Sharing - 2018						2,270.35	(pai	id 3/9/18)	
Vacation Pay - 2018									
		\$	112,659.36	308.66	14	4,321.24	(ра	id 3/29/2018)	
Sick Pay - 2018									
SICK Pay - 2016		\$	112,659.36	308.66	12	3,703.92	(ра	id 3/29/2018)	
			,			,	"		
Vacation Pay - 2017 - (adjust		8)				513.10			
Sick Pay - 2017 - (adjustmen	t paid in 2018)					439.80 952.90	/na	id 3/29/2018)	
						932.90	(ρu	110 3/29/2018)	
End of Term Payout - 2018									
		\$	110,926.06	303.91	60	18,234.60	(ра	nid 6/29/2018)	
Profit Sharing - 2018						1,199.47	(nai	id 3/8/19)	
						_,	(par	3,0,13,	
						C	ON	FIDENTIAL	- SUBJE

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				С									
Nation	al Officer:	Marcy Dunawa	av		Overpayment	Calculation							
			,										
				Annual	Daily amount	Eligible							1
				Salary	(divide by 365)	Days to pay		Payment					-
Vacation	Pay - 2018												
	Original amount	: - paid in error (a)	\$	112,659.36	308.66			4,321.24	(pai	d 3/29/	/2018)		
	Correct calculati	ion amount	\$	97,662.72	267.57	14		3,745.98					
						Overpayment	\$	575.26		\$	575.26		-
Sick Pay	- 2018												
	Original amount	- paid in error (a)	\$	112,659.36	308.66	12	\$	3,703.92	(pai	d 3/29/	/2018)		
	Correct calculati	ion amount	\$	97,662.72	267.57	12	\$	3,210.84					
						Overpayment	\$	493.08		\$	493.08		
End of te	erm payout - 2018	8											
	Original amount	: - paid in error (a)	\$	110,926.06	303.91	60	\$	18,234.60	(pai	d 6/29/	/2018)		
	Correct calculati	ion amount	\$	97,662.60	267.57	60	\$	16,054.20					
						Overpayment	\$	2,180.40		\$	2,180.40		
Vacation	Pay - 2017 - (adj	ustment paid in 20:	L8a	ll paid in error		Overpayment	\$	513.10		\$	513.10	(paid 3/29/2	2018)
Sick Pay	- 2017 - (adjustm	ent paid in 2018a	all pai	d in error)		Overpayment	\$	439.80		\$	439.80	(paid 3/29/2	2018)
						Overpayment su	btot	al		\$	4,201.64	**	
		A dd 2010 mustit sh			a:4 (2/9/2010) am			**		ć	F0 03	// /	10()
		Add 2018 profit-sh	aring	contribution p	aiu (5/6/2019) 0N	excess amount at	ove			\$	58.82	(based on 1	.4%)
			Tot	tal overpayr	ment - due to A	APFA				\$	4,260.46		
(a) - incli	uded union pay (f	MFA/SAF)											+

72.58 110.5 hours

8,020.09



Nena Martin - National Vice President Pay National President Pay (3/2/18)

110.5 hours paid monthly at the highest purser pay including international overide, per the policy manual.

*	Maximum flight attendant pay Purser Pay International pay	60.13 7.50 3.75 71.38	110.5 hours	7,887.49
	Bi-monthly pay 4/1/16 - 12/31/16			3,943.75
**	Maximum flight attendant pay	61.33		
	Purser Pay	7.50		
	International pay	3.75		

Bi-monthly pay - 1/1/17 - 5/1/17		4,010.05
	96,241.08	Annual salary
	263.67	Daily rate for sick and vacation
	_	-

***	Maximum flight attendant pay	64.96		
	Purser Pay	7.50		
	International pay	3.75		
		76.21	110.5 hours	8,421.21

Bi-monthly pay - 5/2/17 - 12/31/17	7	4,210.60
	101,054.46	Annual salary
	276.86	Daily rate for sick and vacation
Mavimum flight attendant nav		66.26

**** Maximum flight attendant pay	66.26		
Purser Pay	7.50		
International pay	3.75		
	77.51	110.5 hours	8,564.86

Bi-monthly pay - 1/1/18 - 3/1/18		4,282.43
	102,778.26	Annual salary
	281.58	Daily rate for sick and vacation

Stepped in as President on 3/2/18

**** Maximum flight attendant pay	66.26		
Purser Pay	7.50		
International pay	3.75		
	77.51	116 hours	8,991.16

Bi-monthly pay - 3/2/18 - 3/31/18		4,495.58
	107,893.92	Annual salary
	295.60	Daily rate for sick and vacation

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

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National Officer: Ne	ena Martin								
			Annual	Daily amount	Eligible				
			Salary	(divide by 365)	Days to pay	Payment			
Profit Sharing - 2016						2,541.90	(ngi	id 3/10/17)	
Tronconding 2010						2,341.30	(pun	u 3/10/17/	
Vacation Pay - 2017		4	06 244 20	262.67	4.	2 504 20			
		\$	96,241.20	263.67	14	3,691.38	(pa	id 3/31/2017)	
Sick Pay - 2017									
		\$	96,241.20	263.67	12	3,164.04	(pa	id 3/31/2017)	
Retro Pay						875.16	(pai	id 6/1/17)	
Triple Diese Grand Slave						200.00	1	1.7/6/47)	
Triple Play Grand Slam						300.00	(pai	id 7/6/17)	
Grand Slam						150.00	(pai	id 1/25/18)	
Profit Sharing - 2017						2,373.70	(pai	id 3/9/18)	
Vacation Pay - 2018									
		\$	131,844.90	361.22	14	5,057.08	(pa	id 3/29/2018)	
Sick Pay - 2018									
		\$	131,844.90	361.22	12	4,334.64	(pa	id 3/29/2018)	
Vacation Pay - 2017 - (adjustr	ment paid in 201	8)				520.94			
Sick Pay - 2017 - (adjustment						439.80			
						960.74	(pai	id 3/29/18)	
End of Term Payout - 2018									
		\$	118,046.02	323.41	60	19,404.60	(pa	id 6/29/2018)	
Profit Sharing - 2018						1,279.64	(pai	id 3/8/19)	
						,			
						C	ON	FIDENTIAL	- SUBJE

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				С									
Nation	al Officer:	Nena Martin			Overpayment	Calculation							
		Trema martin											
				Annual	Daily amount	Eligible							
				Salary	(divide by 365)	Days to pay		Payment					
Vacation	Pay - 2018												
i	Original amount	t - paid in error (a)	\$	131,844.90	361.22	14	\$	5,057.08	(pai	d 3/29	9/2018)		
	Correct calculat	ion amount	\$	101,510.74	278.11	14	\$	3,893.54					
						Overpayment	\$	1,163.54		\$	1,163.54		
Sick Pay	- 2018												
	Original amount	t - paid in error (a)	\$	131,844.90	361.22	12	\$	4,334.64	(pai	d 3/29	9/2018)		
	Correct calculat	ion amount	\$	101,510.74	278.11	12	\$	3,337.32					
						Overpayment	\$	997.32		\$	997.32		
End of te	erm payout - 2018	8											
	Original amount	t - paid in error (a)	\$	118,046.02	323.41	60	\$	19,404.60	(pai	d 6/29	9/2018)		
	Correct calculat	ion amount	\$	107,893.92	295.60	60	\$	17,736.00					
						Overpayment	\$	1,668.60		\$	1,668.60		
Vacation	 Pay - 2017 - (adj	ustment paid in 20	18a	ll paid in error)		Overpayment	\$	520.94		\$	520.94	(paid 3/29/.	2018)
Sick Pay	- 2017 - (adjustm	ent paid in 2018a	all pai	d in error)		Overpayment	\$	439.80		\$	439.80	(paid 3/29/.	2018)
						Overpayment su	btot	al		\$	4,790.20	**	
					: 1 (2 (2 (2 (2)			**			67.06		
		Add 2018 profit-sh	arıng	contribution p	aia (3/8/2019) on	excess amount al	ove	, w. 40		\$	67.06	(based on 1	.4%)
			Tot	al overpayr	nent - due to A	NPFA				\$	4,857.26		
(a) - incli	uded union pay (I	MFA/SAF)											



Bob Ross - National President Pay

116 hours paid monthly at the highest purser pay including international overide, per the policy manual.

*	Maximum flight attendant pay	60.13
	Purser Pay	7.50
	International pay	3.75

71.38 116 hours 8,280.08

	Bi-monthly pay 4/1/16 - 12/31/16		4,140.04
**	Maximum flight attendant nav	61.33	

* Maximum flight attendant pay 61.33

Purser Pay 7.50

International pay 3.75

72.58 116 hours 8,419.28

Bi-monthly pay - 1/1/17 - 5/1/17	4,209.64

101,031.36 Annual salary

276.80 Daily rate for sick and vacation

*** Maximum flight attendant pay
Purser Pay
International pay

3.75
76.21 116 hours 8,840.36

Bi-monthly pay - 5/2/17 - 12/31/17			4,420.18
	106 084 32	Annual salary	

290.64 Daily rate for sick and vacation

**** Maximum flight attendant pay
Purser Pay
International pay

3.75
77.51
116 hours 8,991.16

Bi-monthly pay - 1/1/18 - 7/31/18			4,495.58
	107,893.92	Annual salary	

107,893.92 Annual salary
295.60 Daily rate for sick and vacation

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 7/31/18

				Р							
			Case 4:2	<u> 2-cv-60343</u>	-Y Docum	ent 239-4 F	iled 04/26/24	4 Page	21 of 4	11 Pa	geID 68
National Officer:	Poh	Poss									
National Officer:	DON	KUSS									
			Annual	Daily amount	Fligible						
						Payment					
			Salary	(divide by 505)	Days to pay	rayment					
Profit Sharing - 2016						2,652.22 (pd	aid 3/10/17)				
Vacation Pay - 2017											
		\$	101,031.36	276.80	14	3,875.20 (pd	aid 3/31/17)				
Sick Pay - 2017		ć	101 021 26	276.00	12	2 221 60 7	: 12/24/47)				
		\$	101,031.36	2/6.80	12	3,321.60 (p	aid 3/31/1/)				
Retro - Wage Arhitration	ω Awar	d 1 6%				918 72 /n	aid 6/1/17)				
Netro - Wage Arbitration	Awai	u 1.0/0				310.72 (ρ	ulu 0/1/1/)				
Triple Play Grand Slam						300.00 (pd	aid 7/6/17)				
						, v					
Grand slam						150.00 (pc	aid 1/25/18)				
(Additional \$50	0 grand	d slam pa	id on 2/15/18	salary check)							
2017 Profit Sharing						2,458.19 (pa	aid 3/9/18)				
Vacation & Siek Day 20	17 /24	d:ata.a	+: d :- 2010	\ \		069.76 /	: (2/20/2040)				
racation & Sick Pay - 20	cation Pay - 2017 \$ 101,031.36 276.80 14 3,875.20 (paid 3/31/17)										
/acation Pay - 2017 (ren	naining	unused	days ner agree	ement)							
				•	17	5.339.02 (p	aid 3/29/2018)				
						, , ,					
/acation Pay - 2018 (ren	naining	g unused									
							aid 3/29/2018)				
		(Pai	id in two check	ks in the amount	of \$4,851.41 eac	h)					
2040											
SICK Pay - 2018		ċ	122 121 60	224 E0	12	4.014.06 (**	arid 2/20/2018)				
		۶	122,121.09	334.36	12	4,014.90 (ρ	010 3/29/2018)				
End of Term Payout - 20	17 (Jan	uary 1 - I	December 31,	2017)							
.,		i.			35	11,710.30 (p	aid 3/29/2018)				
		(Pa	id in two check	ks in the amount	of \$3,903.43 eac						
End of Term Payout - 20	18 (Jan										
		_					aid 3/29/2018)				
		(Pa	ia in two check	cs in the amount	от \$3,419.41 еас	in)		1400	CIDEVIT	101 0	NID IEO
Profit sharing 2019						1 /102 00 /	aid 2/9/10)	CON	FIDENI	IAL - S	DRJEC
FIOUR SHALING ZUIS				1		1,403.99 (p	ulu 3/8/19)				A

					L									
														╀
	1.000						6 1 1 .:							╁
Nation	al Officer:	Bob Ros	s			Overpayment	Calculation							Ļ
														1
														╀
					Annual	Daily amount	Eligible							╄
					Salary	(divide by 365)	Days to pay		Payment					╄
Vacation	Pay - 2017			ļ.,							<u> </u>			\perp
	Original amount			\$	101,031.36	276.80			3,875.20	OK (1			¥
							Overpayment	\$	-		\$	-		╀
														╀
Sick Pay	+					075.00	10	_	2 224 52			- 1 1 - 1		╄
	Original amount			\$	101,031.36	276.80			3,321.60	OK	<u> </u>	3/31/17)		╀
							Overpayment	\$	-		\$	-		╄
\/·	O Cial D	. /1: :		i 25	40 -W ***		0	_	000 =0	-	ć	000 70		+
vacation	& Sick Pay - 2017	/ - (adjustm	ent paid	ın 20	18all paid ir	error)	Overpayment	\$	968.76	-	\$	968.76		+
	D 2017 /	11	-1 -1.							-				+
vacation	Pay - 2017 (rema					01100		_	=		L .			╀
	Original amount		or (a)	\$	114,632.67	314.06			5,339.02	(pai	d 3/29	9/2018)		+
	Correct calculation	on amount		\$	101,031.36	276.80			4,705.60			500.40		╀
							Overpayment	\$	633.42		\$	633.42		╀
\/+!	D 2010 /	••												╁
vacation	Pay - 2018 (rema					224.50	20	_	0.702.02					┾
	Original amount		or (a)	\$	122,121.70	334.58			9,702.82	(pai	d 3/29	9/2018)		┾
	Correct calculation	on amount		\$	107,893.92	295.60			8,572.40			4 400 40		╀
							Overpayment	\$	1,130.42		\$	1,130.42		+
Sick Pay	2019													+
SICK Pay	Original amount	naid in or	or (a)	\$	122,121.69	334.58	12	ċ	4,014.96	/:	4 2 /20	9/2018)		╁
	Correct calculation		OI (a)	\$	107,893.92	295.60			3,547.20	(pui	u 3/23	9/2016)		t
	Correct calculation	on amount		٦	107,033.32	293.00	Overpayment	\$	467.76	1	Ś	467.76		t
							Overpayment	٠	407.70		٦	407.70		+
End of te	erm payout - 2017	(January 1	- Decem	her 3	1 2017)									t
	Original amount			\$	118,046.02	334.58	35	¢	11,710.30	(nai	43/20	9/2018)		$^{+}$
	Correct calculation		0. (u)	\$	107,893.92	295.60			10,346.00	(pui	0 3/23	,,2010,		t
	correct carcarati	on amount		7	107,033.32	233.00	Overpayment	\$	1,364.30		\$	1,364.30		t
							o to paymone	Ť	_,,		Ť			t
End of Te	erm Payout - 2018	3 (January 1	- July 31	, 2018	8)									t
	Original amount			\$	118,046.02	334.58	20.44	Ś	6,838.82	(pai	d 3/29	9/2018)		t
	Correct calculation		(.,	\$	107,893.92	295.60			6,042.06	(/	1 -,	,,		t
				1	- ,		Overpayment	\$	796.75		\$	796.75		t
								т						t
														t
							Overpayment sul	btot	al		\$	5,361.41	**	t
									-			,		t
		Δdd 2019 ×	rofit-ch	aring :	contribution n	aid (3/8/2019) on e	vross amount ab	ave:	**		\$	75.06	(based on 1.	10/
		700 Z010 P		ar mg (continuution p	ana (3/ 6/ 2013) OH 6	Acces annount du	JVE			۰	73.00	(Duseu UII 1.	+70
				T - ·	-1		DEA				4			+
				ıot	aı overpay	ment - due to A	APFA				\$	5,436.47		



Eugenio Vargas - National Treasurer Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

*	Maximum flight attendant pay		60.13		
	Purser Pay		7.50		
	International pay		3.75		
	international pay		71.38	105 hours	7 404 00
			/1.38	105 Hours	7,494.90
	Bi-monthly pay 4/1/16 - 12/31/16				3,747.45
**	Maximum flight attendant pay		61.33		
	Purser Pay		7.50		
	International pay		3.75		
	,,,		72.58	105 hours	7,620.90
					,
	Bi-monthly pay - 1/1/17 - 5/1/17				3,810.45
		91,450.80	Annual sa	lary	
		250.55		for sick and va	cation
			,		
***	Maximum flight attendant pay		64.96		
	Purser Pay		7.50		
	International pay		3.75		
	memanema pay		76.21	105 hours	8,002.05
			, 0.21	103 110013	0,002.03
	Bi-monthly pay - 5/2/17 - 12/31/17				4,001.03
		96,024.60	Annual sa	lary	
		263.08	Daily rate	for sick and va	cation
****	Maximum flight attendant pay		66.26		
	Purser Pay		7.50		
	International pay		3.75		
	memational pay		77.51	105 hours	8,138.55
			77.51	103 110013	0,130.33
	Bi-monthly pay - 1/1/18 - 3/31/18				4,069.28
		97,662.60	Annual sa	lary	
			4	for sick and va	cation
			,		

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

	Case	4.22-67-6	703 4 3-1 DUC	ument 2 8 9-4 Fi	CU 04/20/24	Page 24 of 41	170	geID 6876		
National Officer:	Eugenio	Vargas								
			Annual	Daily amount	Eligible					
			Salary	(divide by 365)	Days to pay	Payment				
Profit Sharing - 2016						2,435.07	(paid	1 3/10/17)		
Vacation Pay - 2017										
		\$	91,450.80	250.55	14	3,507.70	(pai	d 3/31/2017)		
Sick Pay - 2017										
		\$	91,450.80	250.55	12	3,006.60	(pai	d 3/31/2017)		
Retro						831.60	(paid	1 6/1/17)		
						\$ 150.00	/nai	d 1/25/18)		
						Ş 130.00	(pui	u 1/23/18)		
Profit Sharing 2017						2,269.76	(paid	1 3/9/18)		
Vacation Pay - 2018			112 021 02	200.65	4.4	4 225 40	, ,	10 (00 (00 10)		
		\$	113,021.02	309.65	14	4,335.10	(pai	d 3/29/2018)		
Sick Pay - 2018			440.004.00	222.55	-	2 717 22				
		\$	113,021.02	309.65	12	3,715.80	(pai	d 3/29/2018)		
Vacation Pay - 2017 - (ad	djustment pa	id in 2018)				523.46				
Sick Pay - 2017 - (adjusti	ment paid in	2018)				448.68				
End of Term Payout - 20	18					972.14	(pai	d 3/29/2018)		
Lind Of Tellif Payout - 20	10	\$	111,317.70	304.98	54	16,468.92	(pai	d 6/29/2018)		
Profit Sharing - 2018						1,141.03	(paid	1 3/8/19)		
2020						1,111.00	(pare	, ., .,		
						CONFIDENTIA	L - S	SUBJECT TO	PROTEC	ТІУВ

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				С									
Nation	al Officer:	Eugenio Varga	S		Overpayment	Calculation							_
													+
				Annual	Daily amount	Eligible							
				Salary	(divide by 365)	Days to pay		Payment					1
Vacation	Pay - 2018												
	Original amount	- paid in error (a)	\$	113,021.02	309.65	14	•	4,335.10	(pai	d 3/29/	/2018)		
	Correct calculati	on amount	\$	97,662.72	267.57	14	•	3,745.98					
						Overpayment	\$	589.12		\$	589.12		
Sick Pay	- 2018												+
	Original amount	- paid in error (a)	\$	113,021.02	309.65	12	\$	3,715.80	(pai	d 3/29/	/2018)		
	Correct calculati	on amount	\$	97,662.72	267.57	12	\$	3,210.84					
						Overpayment	\$	504.96		\$	504.96		
End of te	rm payout - 2018	3											
	Original amount	- paid in error (a)	\$	111,317.70	304.98	54	\$	16,468.92	(pai	d 6/29/	/2018)		
	Correct calculati	on amount	\$	97,662.60	267.57	54	\$	14,448.78					
						Overpayment	\$	2,020.14		\$	2,020.14		
Vacation	Pay - 2017 - (adj	ustment paid in 202	18a	Il paid in error)		Overpayment	\$	523.46		\$	523.46	(paid 3/29/.	 2018)
Sick Pay	- 2017 - (adjustm	ent paid in 2018a	all paid	d in error)		Overpayment	\$	448.68		\$	448.68	(paid 3/29/.	2018)
						Overpayment su	btot	al		\$	4,086.36	**	_
											•		
		Add 2018 profit-sh	aring	contribution p	aid (3/8/2019) on	excess amount al	ove	**		\$	57.21	(based on 1	4%)
			Tot	tal overpayr	ment - due to A	NPFA				\$	4,143.57		
/a) : al-	\parallel uded union pay (N	ΛΕΛ /ς ΛΕ\											-

From: Erik Harris <eharris(

Date: Thursday, October 22, 2020 at 12:14 PM

To: Officers < Officers@apfa.org>

Cc: Margot Nikitas < MNikitas@apfa.org>, Bill Osborne < BOsborne@osbornelaw.com>

Subject: FW: Memo for the Board and EC

Erik Harris

National Treasurer

Association of Proj

Redacted by Plaintiff

It is not to be shared, forwarded or posted without the author's written consent.



From: Hal O'Neil <oneil@woodcpafirm.com>

Date: Thursday, October 22, 2020 at 12:11 PM

To: Erik Harris <eharris@apfa.org>

Cc: Pam Bush <pbush@woodcpafirm.com> Subject: Memo for the Board and EC

Erik.....attached is the Board and EC Memo for your review. Also are the attached schedules for each officer. Please get back to me if this memo looks OK.

Thanks, Hal

Hal O'Neil, CPA Wood, Stephens & O'Neil, L.L.P. 6300 Ridglea Place, Suite #318 Fort Worth, TX 76116

Direct line - 817-

Firm tele. - 817-Redacted by Plaintiff (my extension #601) Firm fax - 817-

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Attachments:	
APFA - Board and EC memo.pdf	79.7 KB
APFA - Vargas schedules A - C.pdf	112 KB
APFA - Dunaway schedules A - C.pdf	112 KB
APFA - Martin schedules A - C.pdf	113 KB
APFA - Ross schedules A - C.pdf	137 KB

Wood, Stephens & O'Neil, L.L.P. Certified Public Accountants

6300 Ridglea Place, Sulte 318 Fort Worth, TX 76116 Tele. 817-377-1700 Fax 817-377-1870

CONFIDENTIAL MEMORANDUM

MEMO TO:

APFA Board of Directors and the Executive Committee

FROM:

Hal O'Neil, CPA, Pam Bush

SUBJECT:

Review of officer disbursements and the Bob Ross transition agreement

DATE:

October 22, 2020

The current APFA officers, in consultation with the APFA staff attorney and outside counsel, requested that our firm review specific former officer expense reimbursements and payroll disbursements, as well as the payments arising from the Bob Ross confidential transition agreement. This informal engagement is substantially less in scope than an audit engagement, the objective of which would be the expression of an opinion regarding these specific disbursements. Accordingly, we do not express an opinion or any form of assurance regarding these disbursements. Our task under this informal engagement, was as follows:

- 1. To review the backup for the former officers' salary disbursement amounts from 2016 2018 and to determine these base salaries were calculated correctly and in compliance with the guidelines and pay rates stipulated in the APFA policy manual. Please see the enclosed schedule A for each officer.
- 2. To prepare an overpayment schedule of the accrued and unused sick, and accrued and unused vacation time payments made to Bob Ross in 2018, similar to the overpayment schedules we prepared previously for the other three officers. Please see the enclosed schedules B and C for each officer. These overpayment schedules for the other officers were previously provided to the Board of Directors. Please note the Bob Ross confidential transition agreement states that he will be paid all of his accrued and unused sick, and accrued and unused vacation time. This agreement doesn't specify that the payments be made in accordance with the policy manual guidelines. Consequently, these payments appear appropriate and in compliance with the transition agreement. This agreement also specifies reimbursement payments to him of up to \$10,000 in actual moving expenses. His moving expense reimbursement payments did not exceed this amount.
- To assist the APFA accounting department staff in reviewing and organizing the various requested documents, as set forth in the flight attendants Chinery and Lee financial document request.

Please contact us should the Board of Directors or the Executive Committee have questions regarding our limited engagement.

Sincerely,

Hal O'Neil, CPA

Α

Eugenio Vargas - National Treasurer Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

Maximum flight attendant pay		60.13		
Purser Pay		7.50		
International pay		3.75		
		71.38	105 hours	7,494.
Bi-monthly pay 4/1/16 - 12/31/16				3,747.
Maximum flight attendant pay		61.33		
Purser Pay		7.50		
International pay		3.75		
		72.58	105 hours	7,620.
Bi-monthly pay - 1/1/17 - 5/1/17				3,810.
	91,450.80	Annual sa	lary	
[250.55	Dally rate	for sick and v	acation
Maximum flight attendant pay		64.96		
Purser Pay		7.50		
International pay		3.75		
International pay		3.75 76.21	105 hours	8,002.
International pay Bi-monthly pay - 5/2/17 - 12/31/17		76.21	105 hours	
	96,024.60	76.21		
	96,024.60 263.08	76.21		4,001.0
		76.21	lary	4,001.0
Bi-monthly pay - 5/2/17 - 12/31/17		76.21 Annual sa Daily rate	lary	4,001.0
Bi-monthly pay - 5/2/17 - 12/31/17 Maximum flight attendant pay		76.21 Annual sa Daily rate 66.26	lary	4,001.0
Bi-monthly pay - 5/2/17 - 12/31/17 Maximum flight attendant pay Purser Pay		76.21 Annual sa Daily rate 66.26 7.50	lary	8,002.0 4,001.0 ecation 8,138.5

Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

				В				
N. I. Loss								
National Officer:	Eugenio Var	gas						
			Annual	D. 11.00				
			Salary	Daily amount (divide by 365)	Eligible			
			Sulary	(divide by 303)	Days to pay	Payment		
Profit Sharing - 2016						2 /25 07	(paid 3/10/17)	
						2,433.07	(paia 3/10/17)	
Vacation Pay - 2017								
		\$	91,450.80	250.55	14	3,507.70	(paid 3/31/2017)	
Sick Pay - 2017								
27 2017		\$	01 /50 90	350.55				
		ڊ	91,450.80	250.55	12	3,006.60	(paid 3/31/2017)	
Retro						831.60		
						831.60	(paid 6/1/17)	
						150.00	(paid 1/25/18)	
							(para 1/23/18)	
Profit Sharing 2017						2,269.76	(paid 3/9/18)	
Vacation Pay - 2018								
2020		\$	113,021.02	309.65	1.4	1 202 12		
		7	113,021.02	309.63	14	4,335.10	(paid 3/29/2018)	
Sick Pay - 2018								
		\$	113,021.02	309.65	12	3 715 80	(paid 3/29/2018)	
						3,713.00	(paid 3/23/2016)	
/acation Pay - 2017 - (adju	stment paid in 2	018)				523.46		
Sick Pay - 2017 - (adjustme	nt paid in 2018)					448.68		
End of Term Payout - 2018						972.14	(paid 3/29/2018)	
31 Term Tayout - 2018		\$	111,317.70	204.00				
		Ş	111,317.70	304.98	54	16,468.92	(paid 6/29/2018)	
Profit Sharing - 2018						1 1/1 03		
						1,141.03	(paid 3/8/19)	

			L	С								
Nation	al Officer:	Eugenio Varga	S		Overpayment	Calculation						-
			1									
				Annual	Daily amount	Eligible						+
Manatina	D		1	Salary	(divide by 365)	Days to pay		Payment				
vacation	Pay - 2018											
		t - paid in error (a)	\$	113,021.02	309.65	14	\$	4,335.10	(paid .	3/29/2018)		
	Correct calcula	tion amount	\$	97,662.72	267.57	14	\$	3,745.98				Т
		-	+			Overpayment	\$	589.12		\$ 589.12		
Sick Pay	- 2018		+									-
	Original amoun	t - paid in error (a)	\$	113,021.02	309.65	12	\$	3,715.80	' (paid	3/29/2018)		+
	Correct calculat	tion amount	\$	97,662.72	267.57	12	\$	3,210.84	()	, = 0, = 0 = 0,		+
						Overpayment	\$	504.96		\$ 504.96		
End of te	erm payout - 201	.8										
	Original amoun	t - paid in error (a)	\$	111,317.70	304.98	54	\$	16,468.92	(paid	5/29/2018)		+
	Correct calcula	tion amount	\$	97,662.60	267.57	54	\$	14,448,78				_
			1			Overpayment	\$	2,020.14		\$ 2,020.14		
Vacation	Pay - 2017 - (ad	justment paid in 20	18 a	Il naid in error	\	Overpayment	Ś	523.46		Å		
		nent paid in 2018				Overpayment	\$			\$ 523.46	()	
	don't (majase.	Tent para III 2010	an pai	a m enory		Overpayment	>	448.68		\$ 448.68	(paid 3/29/2	(018)
						Overpayment su	btot	tal		\$ 4,086.36	**	Ħ
		Add 2018 profit-sh	aring	contribution p	aid (3/8/2019) on	excess amount al	ove	**		\$ 57.21	(based on 1.	1941
			L.								(00300 011 1.	470)
			Tot	tal overpayı	ment - due to A	PFA				\$ 4,143.57		
			+-									
		(MEA/SAF)										

4,069.28

Α

Marcy Dunaway - National Secretary Pay

105 hours paid monthly at the highest purser pay including international overide, per the policy manual.

	Maximum flight attendant pay Purser Pay International pay	60.13 7.50 3.75		
		71.38	105 hours	7,494.90
	Bi-monthly pay 4/1/16 - 12/31/16			3,747.45
101 102	Maximum flight attendant pay	61.33		
	Purser Pay	7.50		
	International pay	3,75		
		72.58	105 hours	7,620.90
	Bi-monthly pay - 1/1/17 - 5/1/17			3,810.45
	91,	450.80 Annual sal	ary	332
		250.55 Daily rate	for sick and va	cation
oje oje oje	Maximum flight attendant pay	64.96		
	Purser Pay	7.50		
	International pay	3.75		
		76.21	105 hours	8,002.05
	Bi-monthly pay - 5/2/17 - 12/31/17			4,001.03
	96,	024.60 Annual sala	ary	
		263.08 Daily rate f	or sick and va	cation
aje aje aje	Maximum flight attendant pay	66.26		
	Purser Pay	7.50		
	International pay	3.75		
		77.51	105 hours	8,138.55

97,662.60 Annual salary

267.57 Daily rate for sick and vacation

Bi-monthly pay - 1/1/18 - 3/31/18

Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 3/31/18

			В			
National Officer: Mar						
vational Officer: Iviar	cy Dunaway					
		Annual	Daily amount	Eligible		
		Salary	(divide by 365)	Days to pay	Payment	
			(Days to pay	rayment	-
Profit Sharing - 2016						
					2,424.86	(paid 3/10/17)
Vacation Pay - 2017						
Vacation Pay - 201/	\$	91,450.80	350.55			
	7	91,450.60	250.55	14	3,507.70	(paid 3/31/2017)
Sick Pay - 2017						
	\$	91,450.80	250.55	12	3,006.60	(paid 3/31/2017)
					2,000.00	W 2/24/201/)
Retro					831.60	(paid 6/1/17)
Triple Grand Slam						
mpic orana siam					300.00	(paid 7/6/17)
Grand Slam					150.00	for the fact that
					150.00	(paid 1/25/18)
Profit Sharing - 2018					2,270.35	(paid 3/9/18)
						(p.e./e 0/ 0/ 10/
Vacation Pay - 2018						
	\$	112,659.36	308.66	14	4,321.24	(paid 3/29/2018)
Sick Pay - 2018						
olok Fully Edito	\$	112,659.36	308.66	12	2 702 02	a construction
	7	112,033.30	300.00	12	3,703.92	(paid 3/29/2018)
Vacation Pay - 2017 - (adjustme	ent paid in 2018)				513.10	
Sick Pay - 2017 - (adjustment pa	aid in 2018)				439.80	
					952.90	(paid 3/29/2018)
End of Term Payout - 2018						
Lind of Territ Payout - 2018	\$	110,926.06	202.01	-		
	2	110,320.00	303.91	60	18,234.60	(paid 6/29/2018)
Profit Sharing - 2018					1.199.47	(paid 3/8/19)
					2,133.47	[haug 2/0/12]

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				С							
Nationa	al Officer:	Marcy Dunaw	ay		Overpayment	Calculation					
			+								
				Annual	Daily amount	Eligible					
				Salary	(divide by 365)	Days to pay		Payment			
	Pay - 2018							, ajiiiciic	-		
		- paid in error (a)	\$	112,659.36	308.66	14	Ś	4,321.24	(naid 3	2/29/2018)	
	Correct calculati	on amount	\$	97,662.72	267.57	14	_	3,745.98	(paid 5	/23/2018/	
						Overpayment	\$	575.26	5	575.26	
Sick Pay -	2018						_				
		- paid in error (a)	\$	112,659.36	308.66	12	Ś	3,703.92	(paid 3	/29/2018)	
	Correct calculation	on amount	\$	97,662.72	267.57	12	\$	3,210.84			
						Overpayment	\$	493.08	5	493.08	
End of ter	m payout - 2018										
	Original amount	- paid in error (a)	\$	110,926.06	303.91	60	Ś	18,234.60	(ppid 6	/29/2018)	
	Correct calculation	on amount	\$	97,662.60	267.57	60	-	16,054.20	Ipuio 0	/23/2018/	
						Overpayment	\$	2,180.40	\$	2,180.40	
Vacation I	Pay - 2017 - (adju	stment paid in 201	.8al	Il paid in error)		Overpayment	\$	513.10		F42.40	
Sick Pay -	2017 - (adjustme	ent paid in 2018a	ll paid	d in error)		Overpayment	Ś	439.80	\$		(paid 3/29/2018
						overpayment	79	433.00	7	439.80	(paid 3/29/2018
						Overpayment sul	bto	tal	Ş	4,201.64	**
		Add 2018 profit-sh	aring	contribution pa	aid (3/8/2019) on	excess amount ah	oove	**	Ś	58.82	(based on 1.4%)
									4	30.02	[Du3EU UII 1.4%]
			Tot	al overpayn	nent - due to A	PFA			\$	4,260.46	
	ded union pay (N										

A

Nena Martin - National Vice President Pay National President Pay (3/2/18)

110.5 hours paid monthly at the highest purser pay including international overide, per the policy manual.

ağı	Maximum flight attendant pay Purser Pay	60.13 7.50		
	International pay	3.75		
		71.38	110.5 hours	7,887.49
	Bi-monthly pay 4/1/16 - 12/31/16			3,943.75
**	Maximum flight attendant pay	61.33		
	Purser Pay	7.50		
	International pay	3.75		
		72.58	110.5 hours	8,020.09
	D:			1010.00
	Bi-monthly pay - 1/1/17 - 5/1/17	06 241 00 14	· F	4,010.05
		96,241.08 Annual sa	F1.5555	
		263.67 Daily rate	e for sick and va	cation
***	Maximum flight attendant pay	64.96		
	Purser Pay	7.50		
	International pay	3.75		
		76.21	110.5 hours	8,421.21
	Bi-monthly pay - 5/2/17 - 12/31/17			4,210.60
		101,054.46 Annual sa		N
		276.86 Daily rate	for sick and va	cation
le aje aje aje	Maximum flight attendant pay	66.26		
	Purser Pay	7.50		
	International pay	3.75		
		77.51	110.5 hours	8,564.86
1	Bi-monthly pay - 1/1/18 - 3/1/18			4,282.43
1	or monthly pay - 1/1/10 - 3/1/10	102,778.26 Annual sa	land	4,202.43
	1		for sick and vac	ation
	L	201.30 Dully race	TOT SICK BITG VEC	.ucion
	Stepped In as President on 3/2/18			
****	Maylmum flight attandant cov	66.36		
	Maximum flight attendant pay	66,26		
	Purser Pay	7.50		
	International pay	3.75	4461	0.004.40

77.51 116 hours

295.60 Daily rate for sick and vacation

107,893.92 Annual salary

8,991.16

4,495.58

- * Pay rates effective 4/1/16
- ** Pay rates effective 1/1/17 5/1/17

Bi-monthly pay - 3/2/18 - 3/31/18

- *** Pay rates effective 5/2/17 12/31/17 (1.6% increase)
- **** Pay rates effective 1/1/18 3/31/18

				В				
National Officer:	I NA	1						
National Officer:	lena Martin							
		-						
			Annual	Daily amount	Eligible			
			Salary	(divide by 365)	Days to pay	Payment		-
Daniel Charles 2015								
Profit Sharing - 2016		+				2,541.90	(paid 3/10/17)	
Vacation Pay - 2017		-						
		\$	96,241.20	263.67	14	3 691 38	. (paid 3/31/2017)	_
						3,031.30	- (paia 3/31/2017)	-
Sick Pay - 2017								
		\$	96,241.20	263.67	12	3,164.04	(paid 3/31/2017)	
Retro Pay						075.65		
						8/5.16	(paid 6/1/17)	
Triple Play Grand Slam						300.00	(paid 7/6/17)	
							17-17-17	
Grand Slam								
Grand Statti		-				150.00	(paid 1/25/18)	
Profit Sharing - 2017						2 272 70	(paid 3/9/18)	
						2,373.70	(paid 3/9/18)	_
Vacation Pay - 2018		_	404.044.04					
		\$	131,844.90	361.22	14	5,057.08	(paid 3/29/2018)	
Sick Pay - 2018		-		-				
		\$	131,844.90	361.22	12	4 334 64	(paid 3/29/2018)	
						1,55 1.01	(paid 3/23/2015)	
Vacation Pay - 2017 - (adjust	ment paid in 201	.8)				520.94		
Sick Pay - 2017 - (adjustment	paid in 2018)					439.80		
		-				960.74	(paid 3/29/18)	
End of Term Payout - 2018								
		\$	118,046.02	323.41	60	19,404.60	(paid 6/29/2018)	
D 51 51 1						.,	.,,,	
Profit Sharing - 2018						1,279.64	(paid 3/8/19)	
								_

Nena Martin 18 amount - paid in error (a) calculation amount	\$ \$	Annual Salary 131,844.90 101,510.74	Daily amount (divide by 365)	Calculation Eligible Days to pay		Payment					
amount - paid in error (a)		Salary 131,844.90	(divide by 365)			Payment					
amount - paid in error (a)		131,844.90	(divide by 365)			Payment					
amount - paid in error (a)			361.22								+
			361.22								-
calculation amount	\$	101,510.74		14	Ś	5,057.08	(paid	3/29/2	2018)		+
			278.11	14	\$	3,893.54		-,, -	1010/		+
				Overpayment	\$	1,163.54		\$	1,163.54		
	-										
amount - paid in error (a)	\$	131,844.90	361.22	12	ċ	4,334.64	(3/29/2	2010)		+
calculation amount	\$	101,510.74	278.11				(paia	3/29/2	2018)		+
	7	101,310.74	276.11		\$	997.32		\$	997.32		
rt - 2018											
	\$	118,046.02	323.41	60	Ś	19 404 60	(naid	6/70/	2019)		+
calculation amount	\$				- 1		(pulu	0/23/2	2010)		+
					\$	1,668.60		\$	1,668.60		
				Overpayment	\$	520.94		\$	520.94	(paid 3/29/	2018
adjustment paid in 2018	.all pai	d in error)		Overpayment	\$	439.80		\$	439.80		_
				Overpayment su	btot	al	-	\$	4.790.20	**	
											+
Add 2018 profit-s	haring	contribution p	aid (3/8/2019) on	excess amount ab	ove	**		\$	67.06	(based on 1	.4%)
	To	tal overpayn	nent - due to A	PFA				\$ 4	1.857.26		
֡֡֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜֜	ut - 2018 amount - paid in error (a) calculation amount 17 - (adjustment paid in 2018	art - 2018 amount - paid in error (a) \$ calculation amount \$ 1.7 - (adjustment paid in 2018all paid in	art - 2018 amount - paid in error (a) \$ 118,046.02 calculation amount \$ 107,893.92 1.7 - (adjustment paid in 2018all paid in error) adjustment paid in 2018all paid in error) Add 2018 profit-sharing contribution p	art - 2018 amount - paid in error (a) \$ 118,046.02 323.41 calculation amount \$ 107,893.92 295.60 1.7 - (adjustment paid in 2018all paid in error) adjustment paid in 2018all paid in error) Add 2018 profit-sharing contribution paid (3/8/2019) on	Overpayment at - 2018 amount - paid in error (a) \$ 118,046.02 323.41 60 calculation amount \$ 107,893.92 295.60 60 Overpayment 17 - (adjustment paid in 2018all paid in error) Overpayment adjustment paid in 2018all paid in error) Overpayment Overpayment su	Overpayment \$ amount - paid in error (a) \$ 118,046.02 323.41 60 \$ calculation amount \$ 107,893.92 295.60 60 \$ Overpayment \$ 17 - (adjustment paid in 2018all paid in error) Overpayment \$ adjustment paid in 2018all paid in error) Overpayment \$ Overpayment subtot: Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above	Overpayment \$ 997.32 It - 2018 amount - paid in error (a) \$ 118,046.02 323.41 60 \$ 19,404.60 calculation amount \$ 107,893.92 295.60 60 \$ 17,736.00 Overpayment \$ 1,668.60 I.7 - (adjustment paid in 2018all paid in error) Overpayment \$ 520.94 adjustment paid in 2018all paid in error) Overpayment \$ 439.80 Overpayment subtotal Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **	Overpayment \$ 997.32 It - 2018 amount - paid in error (a) \$ 118,046.02 323.41 60 \$ 19,404.60 (paid calculation amount \$ 107,893.92 295.60 60 \$ 17,736.00 Overpayment \$ 1,668.60 I.7 - (adjustment paid in 2018all paid in error) Overpayment \$ 520.94 adjustment paid in 2018all paid in error) Overpayment \$ 439.80 Overpayment subtotal Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above **	Overpayment \$ 997.32 \$ ## - 2018 ## amount - paid in error (a) \$ 118,046.02 323.41 60 \$ 19,404.60 (paid 6/29/2) ## calculation amount \$ 107,893.92 295.60 60 \$ 17,736.00 Overpayment \$ 1,668.60 \$ ## Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above ** \$ ## Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above ** \$	Overpayment \$ 997.32 \$ 997.32 It - 2018 amount - paid in error (a) \$ 118,046.02 323.41 60 \$ 19,404.60 (paid 6/29/2018) calculation amount \$ 107,893.92 295.60 60 \$ 17,736.00 Overpayment \$ 1,668.60 \$ 1,668.60 It - (adjustment paid in 2018all paid in error) Overpayment \$ 520.94 \$ 520.94 adjustment paid in 2018all paid in error) Overpayment \$ 439.80 \$ 439.80 Overpayment subtotal \$ 4,790.20 Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above ** \$ 67.06	Overpayment \$ 997.32 \$ 997.32 It - 2018 amount - paid in error (a) \$ 118,046.02 323.41 60 \$ 19,404.60 (paid 6/29/2018) calculation amount \$ 107,893.92 295.60 60 \$ 17,736.00 Overpayment \$ 1,668.60 \$ 1,668.60 It - (adjustment paid in 2018all paid in error) Overpayment \$ 520.94 \$ 520.94 (paid 3/29/2018) adjustment paid in 2018all paid in error) Overpayment \$ 439.80 \$ 439.80 (paid 3/29/2018) Overpayment subtotal \$ 4,790.20 ** Add 2018 profit-sharing contribution paid (3/8/2019) on excess amount above ** \$ 67.06 (based on 1)

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Α

Bob Ross - National President Pay

116 hours paid monthly at the highest purser pay including international overide, per the policy manual.

蜂	Maximum flight attendant pay		60.13		
	Purser Pay		7.50		
	International pay		3.75		
			71.38	116 hours	8,280.08
	Bi-monthly pay 4/1/15 - 12/31/16				4,140.04
**	Maximum flight attendant pay		61.33		
	Purser Pay		7.50		
	International pay		3.75		
	,		72.58	116 hours	8,419.28
	Bi-monthly pay - 1/1/17 - 5/1/17				4,209.64
		101,031.36	Annual sa	alary	
		276.80	Dally rate	for sick and	vacation
* * *	Maximum flight attendant pay		64.96		
	Purser Pay		7.50		
	International pay		3.75		
			76.21	116 hours	8,840.36
	Bi-monthly pay - 5/2/17 - 12/31/17				4,420.18
		106,084.32	Annual sa	lary	
		290.64	Daily rate	for sick and	vacation
水水油	Maximum flight attendant pay		66.26		
	Purser Pay		7.50		
	International pay		3.75		
			77.51	116 hours	8,991.16
I	Bi-monthly pay - 1/1/18 - 7/31/18				4,495.58

107,893.92 Annual salary

295.60 Daily rate for sick and vacation

^{*} Pay rates effective 4/1/16

^{**} Pay rates effective 1/1/17 - 5/1/17

^{***} Pay rates effective 5/2/17 - 12/31/17 (1.6% increase)

^{****} Pay rates effective 1/1/18 - 7/31/18

			В				
National Officer:	Bob Ros	SS					
		Annual	Daily amount	Eligible			
		Salary	(divide by 365)	Days to pay	Payment		
Profit Sharing - 2016					2.652.22	(paid 3/10/17)	
Vacation Pay - 2017						(polo 3/10/1/)	
Vacation Pay - 2017	+++	\$ 101,031.36	276.80	14	2.075.20	Technique de Contrati	
		J 101,031.30	270.00	14	3,875,20	(paid 3/31/17)	
Sick Pay - 2017							
		\$ 101,031.36	276.80	12	3,321.60	(paid 3/31/17)	
Retro - Wage Arbitratio	n Award 1.6	%			918.72	(paid 6/1/17)	
Triple Play Grand Slam					300.00	(paid 7/6/17)	
Grand slam							
STATE OF THE PARTY	0 grand slar	n paid on 2/15/1	8 salary check)		150.00	(paid 1/25/18)	
2017 Profit Sharing							
ada, Front Sharing					2,458.19	(paid 3/9/18)	
Vacation & Sick Pay - 20	17 - (adiusti	ment naid in 2011	2)		069.76		
		more pore tricos	21		908.76	(paid 3/29/2018)	
Vacation Pay - 2017 (rer	naining unu						
		\$ 114,632.67	314.06	17	5,339.02	(paid 3/29/2018)	
Vacation Day 2010/							
Vacation Pay - 2018 (rer	naining unu			20	0.702.02		
Vacation Pay - 2018 (rer	naining unu	\$ 122,121.70	334.58	29 of \$4,851.41 each)		(paid 3/29/2018)	
	naining unu	\$ 122,121.70	334.58			(paid 3/29/2018)	
Vacation Pay - 2018 (rer Sick Pay - 2018	naining unu	\$ 122,121.70 (Paid in two chec	334.58 ks in the amount	of \$4,851.41 each)			
	naining unu	\$ 122,121.70	334.58 ks in the amount			(poid 3/29/2018) (poid 3/29/2018)	
Sick Pay - 2018		\$ 122,121.70 (Paid in two check) \$ 122,121.69	334.58 cks in the amount 334.58	of \$4,851.41 each)			
Sick Pay - 2018		\$ 122,121.70 (Paid in two check) \$ 122,121.69	334.58 2ks in the amount 334.58	of \$4,851.41 each)	4,014.96		
		\$ 122,121.70 (Paid in two checks) \$ 122,121.69 1 - December 31 \$.118,046.02	334.58 334.58 , 2017)	of \$4,851.41 each	4,014.96	(paid 3/29/2018)	
Sick Pay - 2018 End of Term Payout - 20	017 (January	\$ 122,121.70 (Paid in two checks) \$ 122,121.69 1 - December 31 \$.118,046.02 (Paid in two checks)	334.58 334.58 , 2017) 334.58 eks in the amount	of \$4,851.41 each) 12 35	4,014.96	(paid 3/29/2018)	
Sick Pay - 2018 End of Term Payout - 20	017 (January	\$ 122,121.70 (Paid in two check) \$ 122,121.69 1 - December 31 \$.118,046.02 (Paid in two check) 1 - July 31, 2018)	334.58 334.58 , 2017) 334.58 eks in the amount	of \$4,851.41 each	4,014.96 11,710.30 and one for \$3,	(paid 3/29/2018) (paid 3/29/2018) (paid 3/29/2018) 393.44)	
Sick Pay - 2018	017 (January	\$ 122,121.70 (Paid in two check) \$ 122,121.69 1 - December 31 \$.118,046.02 (Paid in two check) 1 - July 31, 2018 \$ 118,046.02	334.58 334.58 , 2017) 334.58 ks in the amount	of \$4,851.41 each	4,014.96 11,710.30 and one for \$3,5	(paid 3/29/2018)	
Sick Pay - 2018 End of Term Payout - 20	017 (January	\$ 122,121.70 (Paid in two check) \$ 122,121.69 1 - December 31 \$.118,046.02 (Paid in two check) 1 - July 31, 2018 \$ 118,046.02	334.58 334.58 , 2017) 334.58 ks in the amount	of \$4,851.41 each	4,014.96 11,710.30 and one for \$3,5	(paid 3/29/2018) (paid 3/29/2018) (paid 3/29/2018) 393.44)	

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				С			T					
Manta	-Loss	212										
ivation	al Officer:	Bob Ross	-		Overpayment	Calculation						
			J				t					-
				Annual	Daily amount	Eligible	İ					
Vacation	Pay - 2017			Salary	(divide by 365)	Days to pay		Payment				
vacation	Original amount		S	101,031.36	277.00							
	Original amoun		2	101,031.36	276.80	Overpayment 1	4 \$		OK (pois	3/31/17)		-
						Grapayment	,		3			+
Sick Pay												
	Original amount		\$	101,031.36	276.80		2 5			3/31/17)		
			-			Overpayment	\$		\$			
Vacation	& Sick Pay - 201	7 - (adjustment pa	id in 20	18all paid in	errorl	Overpayment	Ś	968.76	Ś	968.76	_	-
						- respondent	9	700./6	2	908./6		+
Vacation		aining unused days										_
		- paid in error (a)	\$	114,632.67	314.06		7 5	5,339.02	(poid 3/	29/2018)		
	Correct calculati	on amount	S	101,031.36	276.80		7 \$					
			-			Overpayment	\$	633.42	\$	633.42		
Vacation	Pay - 2018 (rema	alning unused days	ner ag	reement)			-					- -
		- paid in error (a)	Ś	122,121.70	334.58	2	9 \$	9,702.82	(male) 2.7	n (nave)	-	-
	Correct calculati		\$	107,893.92	295.60		9 5		(pare s/s	(39/2018)		
						Overpayment	\$	-15	\$	1,130.42		
P1 1 B												
Sick Pay -		- 141 - 141					_					
	Correct calculati	- paid in error (a)	S	122,121.69	334.58		2 \$		(paid 3/2	9/2018)		
	COTTECT CALCULATI	On amount	3	107,893.92	295.60	Overpayment 1	2 5					
						Overpayment	>	467.76	\$	467.76	_	-
End of ter	m payout - 2017	(January 1 - Dece	mber 3:	1, 2017)					-			+
	Original amount	- paid in error (a)	\$	118,046.02	334.58	3.	5 \$	11,710.30	(paid 3/)	9/2018)		-1-
	Correct calculati	on amount	S	107,893.92	295.60	3:	5 \$					1
						Overpayment	\$	1,364.30	\$	1,364.30		
Ford of Te	rm Paynut - 2019	3 (January 1 - July 3	21 2019	2)			_					
		- paid in error (a)	\$	118,046,02	334.58	20.4	A C	C 020 02	VCCDSE NO	IN PROPERTY.		_
	Correct calculati	20000000	\$	107,893.92	295.60		_		(paid 3/4	(9/2018)		+
					12000000	Overpayment	\$		5	796.75	-	-
_						Overpayment s	ubto	otal	\$	5,361.41	2.5	
			_				_					
		Add 2018 profit-si	haring	contribution p	aid (3/8/2019) on e	xcess amount a	bove	2 **	\$	75.06	(based on	1.4%)
			Tot	alouorpau	mant due to A	DEA	-				1	
			101	ai overhayi	ment - due to A	IFFA			Ś	5,436.47	I	

IN THE UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF TEXAS FT. WORTH DIVISION

ROBERT "BOB" ROSS Plaintiff/Counterclaim Defendant	888888888888888888888888888888888888888	Case No. 4:22-CV-00343-Y
ASSOCIATION OF	§	
PROFESSIONAL FLIGHT	§	
ATTENDANTS, MCGAUGHEY,	§	
REBER AND ASSOCIATES,	§	
INC., JULIE HEDRICK, ERIK HARRIS	8	
Defendants/Counterclaim Plaintiff.	8	
Determination Commercial Francisco	8	
EUGENIO VARGAS	§	
Plaintiff/Counterclaim Defendant	§	
	& & &	Case No. 4:22-CV-00430-Y
ASSOCIATION OF	8	
	8	
PROFESSIONAL FLIGHT	8 8 8	
PROFESSIONAL FLIGHT ATTENDANTS, JULIE HEDRICK,	\$ \$ \$	
PROFESSIONAL FLIGHT	~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	

AFFIDAVIT OF CRAIG GUNTER

BEFORE ME, the undersigned authority, on this day personally appeared Craig Gunter, who being by me first duly sworn, did state:

1. "I am employed with American Airlines, Inc. as a flight attendant since the merger with US Airways in 2013. I was hired by US Airways, Inc. in 1988. I served as the Association of Professional Flight Attendants ("APFA") National Treasurer and as a Board member on the APFA Board of Directors from July 2, 2018 – March 31,

- 2020. I am a member in good standing with the APFA. I am of sound mind and body to make this affidavit and have personal knowledge of the following facts:
- a. During 2018, while I served as APFA National Treasurer and served on the Board of Directors, the APFA discovered payments made to former National Officers Eugenio Vargas, Nena Martin, and Marcy Dunaway for accrued and unused sick and vacation end-of-term payouts that were miscalculated. APFA Board of Directors threatened to take legal action against Eugenio Vargas, Nena Martin, and Marcy Dunaway (the "Officers"). However, at the direction of Counsel, the APFA Board of Directors offered to release Eugenio Vargas, Nena Martin, and Marcy Dunaway from all claims provided the Officers repaid the outstanding amount owed to APFA in full or signed a promissory note to complete a payment plan for the outstanding amounts owed to APFA in full.
- b. Eugenio Vargas signed a promissory note in the amount of \$4,143.57.
- c. Nena Martin paid the outstanding amount owed to APFA in full.
- d. My involvement with Robert "Bob" Ross's ("Ross") Confidential Transition Agreement was limited due the confidentiality clause in the document. The only payments for which I approved were those for moving expenses made in 2019. Receipts were submitted to me by Mr. Ross, and I submitted those receipts to APFA Counsel for review and approval. If approved, I was directed to initiate payments of a particular amount by APFA Counsel to Ross provided it was in compliance with the Ross Transition Agreement. No overpayment determination was calculated for the Ross Transition Agreement while I served as APFA National Treasurer because the 2018 APFA Board of Directors